

Salary Information is listed by Salary Grade. Scroll down the schedule to find the desired Job Title. Salaries are listed in bi-weekly or hourly rates.

GRADE 001

407A CHILD CARE ENRICHMENT INSTRUCT
301B EDUCATION SPECIALIST

| | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|
| | | | | | | 10-yr. | 15-yr. |
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) |
| | | | | | | | (8) |
| 01/06/07 | 1221.68 | 1322.61 | 1386.66 | 1456.24 | 1531.23 | 1604.82 | 1655.33 |
| | | | | | | | 1724.01 |

GRADE 002

496A ARCH/LAND ARCH/CIVIL ENG TRAIN

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 1258.48 | 1362.11 | 1428.91 | 1501.19 | 1574.84 | 1655.33 | 1704.39 | 1777.35 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 003

372A *LIBRARY SPECIALIST
408A CHILD CARE PROGRAM COORDINATOR
693A LEGAL ASSISTANT I
697A LAW CLERK
302B EDUCATION COORDINATOR

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 1296.69 | 1401.65 | 1472.56 | 1544.79 | 1623.94 | 1704.39 | 1756.15 | 1827.97 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 004

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 1334.84 | 1443.90 | 1514.82 | 1592.56 | 1672.95 | 1756.15 | 1806.60 | 1884.02 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 005

007A *LIBRARY SPECIALIST I
933 CITY PLANNER I
106B ENVIRONMENTAL RESOURCE SPEC
165A MANAGEMENT ASSISTANT I
263A VOLUNTEER COORDINATOR

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 1377.13 | 1486.24 | 1563.86 | 1640.24 | 1722.07 | 1806.60 | 1861.12 | 1937.42 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 006

886 ECONOMIC DEVLMT SPECIALIST I
976 GRAPHIC ARTIST I

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 1416.64 | 1532.57 | 1610.28 | 1690.74 | 1773.89 | 1861.12 | 1918.37 | 1996.24 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 007

008A *LIBRARY SPECIALIST II
 001 ACCOUNTANT I
 289B HUMAN RESOURCES CONSULTANT I
 581A LIBRARY VOLUNTEER COORDINATOR
 375A MUNICIPAL EQUIPMENT COORDINATOR
 012A PROJECT MANAGER I
 038A PUBLIC INFO SPECIALIST I
 392 RESEARCH ANALYST I

01/06/07 1457.55 1578.94 1656.61 1741.17 1828.48 1918.37 1975.67 2056.45

GRADE 008

306A BUSINESS ASSISTANCE SPECIALIST
 647A DESIGN ASSOCIATE I
 249 LIBRARIAN I
 328B PROJECT MANAGER PARKS & RECREATION
 220A VIDEO PRODUCTION SPECIALIST

| | | | | | | | 10-yr. | 15-yr. |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| 01/06/07 | 1502.53 | 1626.60 | 1707.10 | 1790.22 | 1881.61 | 1975.53 | 2035.68 | 2118.02 |

GRADE 009

128 CRIMINALIST I
 908 EMPLOYMENT AND TRAINING PLANNER
 828 GRANTS ASSISTANT
 977 GRAPHIC ARTIST II
 575 HEALTH EDUCATOR I
 896 LANDSCAPE ARCHITECT I
 694A LEGAL ASSISTANT II
 166A MANAGEMENT ASSISTANT II
 520 WATER QUALITY SPECIALIST I

01/06/07 1546.13 1674.34 1757.58 1846.15 1938.90 2035.68 2094.29 2179.59

GRADE 010

684 ARBORIST
 934 CITY PLANNER II
 887 ECONOMIC DEVELOPMENT SPECIALIST II
 425A HEALTH & FITNESS SPECIALIST
 233 HEALTH STATISTICIAN
 633A LIBRARY TRAINING & ORG DEV COORDINATOR
 114B NUTRITIONIST I - WIC
 013A PROJECT MANAGER II
 393 RESEARCH ANALYST II
 424A RESEARCH LIBRARIAN

01/06/07 1595.29 1722.07 1809.31 1900.68 1996.13 2094.29 2158.37 2246.69

GRADE 011

002 ACCOUNTANT II
 011 ARCHITECT I
 105 CIVIL ENGINEER I
 659 CIVIL ENGINEER I--WATER UTIL
 501A CRIME PREVENTION COORDINATOR
 260B ENVIRONMENTAL COORDINATOR
 255A ENVIRONMENTAL HEALTH SPEC I
 292B HUMAN RESOURCES CONSULTANT II

01/06/07 1641.65 1776.61 1865.20 1957.93 2057.51 2158.37 2218.40 2313.70

GRADE 012

395A HUMAN RIGHTS SPECIALIST
 276B HUMAN RIGHTS SPECIALIST - BILINGUAL
 383 RECREATION DIRECTOR II

| | | | | | | | 10-yr. | 15-yr. |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| 01/06/07 | 1692.03 | 1829.78 | 1919.79 | 2016.63 | 2117.49 | 2222.52 | 2292.00 | 2382.14 |

GRADE 12T

710A IS SYSTEMS CONSULTANT I

| | Start | 1-yr. | 1.5-yr. | 2-yr. | 2.5-yr. | 3-yr. | 3.5-yr. | 4-yr. | 4.5-yr. |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) |
| 01/06/07 | 1692.03 | 1829.78 | 1874.78 | 1919.79 | 1968.18 | 2016.63 | 2089.55 | 2162.50 | 2216.36 |
| | 5-yr. | 5.5-yr. | 6-yr. | 6.5-yr. | 7-yr. | 10-yr. | 15-yr. | | |
| | (10) | (11) | (12) | (13) | (14) | (15) | (16) | | |
| | 2270.24 | 2326.78 | 2383.36 | 2443.36 | 2503.35 | 2577.01 | 2677.68 | | |

GRADE 013

648A DESIGN ASSOCIATE II
 888 ECONOMIC DEVLMT SPECIALIST III
 256A ENVIRONMENTAL HEALTH SPEC II
 829 GRANTS SPECIALIST
 576 HEALTH EDUCATOR II
 695A LEGAL ASSISTANT III
 167A MANAGEMENT ASSISTANT III
 296A MEDICAL TECHNOLOGIST
 974 OCCUP SAFETY & HEALTH ANALYST
 039A PUBLIC INFO SPECIALIST II
 288A SAFETY OFFICER
 909 SENIOR EMPLOYMENT & TRNG PLNNR
 330A VIDEO PRODUCTION COORDINATOR
 521 WATER QUALITY SPECIALIST II

| | (1) | (2) | (3) | (4) | (5) | (6) | 10-yr. (7) | 15-yr. (8) |
|----------|---------|---------|---------|---------|---------|---------|---------------|---------------|
| 01/06/07 | 1742.51 | 1884.32 | 1979.76 | 2075.22 | 2180.24 | 2292.00 | 2358.84 | 2450.47 |

GRADE 014

935 CITY PLANNER III
 250 LIBRARIAN II
 139A NURSE PRACTITIONER-OB GYN
 565 PUBLIC HEALTH NURSE
 394 RESEARCH ANALYST III
 658 SOCIAL WORKER

| | (1) | (2) | (3) | (4) | (5) | (6) | 10-yr. (7) | 15-yr. (8) |
|----------|---------|---------|---------|---------|---------|---------|---------------|---------------|
| 01/06/07 | 1794.33 | 1940.20 | 2037.09 | 2140.69 | 2245.68 | 2358.84 | 2428.35 | 2525.79 |

GRADE 015

003 ACCOUNTANT III
 012 ARCHITECT II
 106 CIVIL ENGINEER II
 199B CIVIL ENGINEER II-WATER
 129 CRIMINALIST II
 129A ENVIRON HEALTH ADM ANALYST
 110A HEALTH ANALYST
 119B HISTORIC PRESERVATION SPEC
 295B HUMAN RESOURCES CONSULTANT III
 897 LANDSCAPE ARCHITECT II
 530A PUBLIC EDUCATION OFFICER - FIRE DEPT.

| | (1) | (2) | (3) | (4) | (5) | (6) | 10-yr. (7) | 15-yr. (8) |
|----------|---------|---------|---------|---------|---------|---------|---------------|---------------|
| 01/06/07 | 1848.84 | 1998.86 | 2097.07 | 2203.38 | 2312.46 | 2428.35 | 2503.35 | 2602.44 |

GRADE 016

100B ADMIN ASST-DEPT OF HUMAN RIGHTS
 265B ARTS PROGRAM COORDINATOR
 221B HEALTH INFORMATION ADMINISTRATOR
 610A MANAGEMENT ASSISTANT IV
 088A PHYSICAL FITNESS COORDINATOR
 776 PROGRAM COORDINATOR
 014A PROJECT MANAGER III

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 1904.76 | 2058.87 | 2162.50 | 2270.24 | 2383.36 | 2503.35 | 2577.01 | 2677.68 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 017

121B ADMIN/LEGISLATIVE ASST-PED

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 1962.04 | 2121.56 | 2225.24 | 2335.62 | 2454.27 | 2577.01 | 2656.07 | 2761.13 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 018

143B ENVIRONMENTAL HEALTH SPEC III
 081A EPIDEMIOLOGIST
 611A WATER QUALITY SPECIALIST III

| | (1) | (2) | (3) | (4) | (5) | (6) | 10-yr. (7) | 15-yr. (8) |
|----------|---------|---------|---------|---------|---------|---------|---------------|---------------|
| 01/06/07 | 2020.71 | 2182.95 | 2294.68 | 2407.94 | 2530.62 | 2656.07 | 2736.50 | 2839.13 |

GRADE 019

803A LIBRARY INFORMATION RES. COORDINATOR

| | (1) | (2) | (3) | (4) | (5) | (6) | 10-yr. (7) | 15-yr. (8) |
|----------|---------|---------|---------|---------|---------|---------|---------------|---------------|
| 01/06/07 | 2082.02 | 2248.35 | 2361.55 | 2480.16 | 2604.24 | 2736.50 | 2814.21 | 2925.27 |

GRADE 020

013 ARCHITECT III
 591 CITY PLANNER IV
 107 CIVIL ENGINEER III
 109 CIVIL ENGINEER III--WATER UTILITY
 889 ECONOMIC DEVELOPMENT SPECIALIST IV
 117A ECONOMIC PLANNER
 186A EDP SYSTEMS ANALYST III
 533A FIRE PROTECTION ENGINEER
 830 GRANTS MANAGER
 898 LANDSCAPE ARCHITECT III
 395 RESEARCH ANALYST IV
 444 STRUCTURAL ENGINEER

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 2143.44 | 2317.92 | 2433.83 | 2555.17 | 2683.30 | 2816.97 | 2900.15 | 3012.87 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 20T

709A IS INFO/TECH ANALYST V
 711A IS SYSTEMS CONSULTANT II

| | Start (1) | 1-yr. (2) | 1.5-yr. (3) | 2-yr. (4) | 2.5-yr. (5) | 3-yr. (6) | 3.5-yr. (7) | 4-yr. (8) | 4.5-yr. (9) |
|----------|--------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| 01/06/07 | 2143.44 | 2317.92 | 2375.89 | 2433.83 | 2494.49 | 2555.17 | 2619.24 | 2683.30 | 2750.15 |

| 5-yr. (10) | 10-yr. (11) | 15-yr. (12) |
|---------------|----------------|----------------|
| 2816.97 | 2900.15 | 3012.87 |

GRADE 021

| | (1) | (2) | (3) | (4) | (5) | (6) | 10-yr. (7) | 15-yr. (8) |
|----------|---------|---------|---------|---------|---------|---------|---------------|---------------|
| 01/06/07 | 2206.12 | 2386.12 | 2506.09 | 2631.55 | 2765.12 | 2900.15 | 2987.37 | 3103.16 |

BARGAINING UNIT 06
PROFESSIONAL EMPLOYEES
Effective 2007

Issued 12/27/2006

GRADE 022

660A GIS SYSTEMS DEVELOPER

879 PROJECT MANAGER IV

294A PROJECT MANAGER IV--PUBLIC WKS

| | (1) | (2) | (3) | (4) | (5) | (6) | 10-yr. (7) | 15-yr. (8) |
|----------|---------|---------|---------|---------|---------|---------|---------------|---------------|
| 01/06/07 | 2272.94 | 2458.37 | 2581.06 | 2710.61 | 2845.55 | 2987.37 | 3077.38 | 3194.84 |

GRADE 22T

712A IS SYSTEMS CONSULTANT III

| | Start (1) | 1-yr. (2) | 1.5-yr. (3) | 2-yr. (4) | 2.5-yr. (5) | 3-yr. (6) | 3.5-yr. (7) | 4-yr. (8) | 4.5-yr. (9) |
|----------|---------------|----------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| 01/06/07 | 2272.94 | 2458.37 | 2544.10 | 2581.06 | 2645.83 | 2710.61 | 2778.10 | 2845.55 | 2916.46 |
| | 5-yr. (10) | 10-yr. (11) | 15-yr. (12) | | | | | | |
| | 2987.37 | 3077.38 | 3194.84 | | | | | | |

GRADE 023

| | (1) | (2) | (3) | (4) | (5) | (6) | 10-yr. (7) | 15-yr. (8) |
|----------|---------|---------|---------|---------|---------|---------|---------------|---------------|
| 01/06/07 | 2342.50 | 2533.72 | 2658.79 | 2790.13 | 2932.87 | 3077.38 | 3171.46 | 3291.99 |

GRADE 024

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 2410.66 | 2606.99 | 2739.21 | 2875.58 | 3018.74 | 3171.46 | 3264.17 | 3386.41 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 025

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 2482.87 | 2687.42 | 2821.06 | 2960.08 | 3108.75 | 3264.17 | 3363.67 | 3489.02 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 026

236B DEBT ADMINISTRATOR

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 2559.26 | 2769.21 | 2902.84 | 3051.51 | 3204.16 | 3363.67 | 3464.62 | 3593.02 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 027

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 2634.24 | 2849.68 | 2992.84 | 3141.44 | 3299.62 | 3464.62 | 3566.88 | 3701.06 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 028

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 2714.70 | 2935.62 | 3082.85 | 3238.25 | 3396.48 | 3566.88 | 3675.92 | 3811.94 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 029

| | (1) | (2) | (3) | (4) | (5) | (6) | 10-yr. (7) | 15-yr. (8) |
|----------|---------|---------|---------|---------|---------|---------|---------------|---------------|
| 01/06/07 | 2796.46 | 3024.20 | 3174.18 | 3332.34 | 3501.39 | 3675.92 | 3785.03 | 3925.44 |

GRADE 030

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 2879.71 | 3115.53 | 3269.67 | 3431.85 | 3605.09 | 3785.03 | 3895.41 | 4044.51 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 031

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 2966.93 | 3208.25 | 3369.14 | 3536.85 | 3712.74 | 3898.15 | 4015.43 | 4162.62 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 032

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 3055.60 | 3302.37 | 3470.06 | 3643.20 | 3825.90 | 4015.43 | 4136.82 | 4286.71 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 033

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 3146.87 | 3401.91 | 3573.68 | 3752.28 | 3941.81 | 4136.82 | 4260.88 | 4416.69 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 034

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 3241.00 | 3504.15 | 3681.37 | 3865.44 | 4057.70 | 4260.88 | 4387.71 | 4550.82 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 035

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 3339.16 | 3610.49 | 3793.22 | 3979.98 | 4179.09 | 4387.71 | 4521.31 | 4684.91 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 036

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 3440.05 | 3718.19 | 3903.67 | 4099.97 | 4305.88 | 4519.90 | 4654.98 | 4823.07 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 037

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 3539.61 | 3830.00 | 4020.90 | 4221.34 | 4434.03 | 4654.98 | 4795.38 | 4968.08 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 038

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 3650.09 | 3945.88 | 4142.25 | 4349.50 | 4566.28 | 4795.38 | 4939.84 | 5115.83 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 039

| | (1) | (2) | (3) | (4) | (5) | (6) | 10-yr. (7) | 15-yr. (8) |
|----------|---------|---------|---------|---------|---------|---------|---------------|---------------|
| 01/06/07 | 3756.37 | 4063.31 | 4266.37 | 4479.06 | 4705.35 | 4939.84 | 5085.81 | 5270.48 |

GRADE 040

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 3868.24 | 4185.94 | 4395.85 | 4615.40 | 4843.08 | 5088.51 | 5249.44 | 5427.86 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 041

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 3984.10 | 4309.97 | 4526.76 | 4751.71 | 4988.96 | 5238.54 | 5404.80 | 5587.94 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 042

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 4106.16 | 4440.83 | 4660.39 | 4893.51 | 5137.62 | 5395.31 | 5567.05 | 5756.17 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 043

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 4226.80 | 4571.83 | 4802.16 | 5040.80 | 5293.02 | 5558.88 | 5734.81 | 5939.52 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 044

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 4353.63 | 4709.43 | 4945.38 | 5193.52 | 5453.92 | 5725.23 | 5906.59 | 6106.44 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

GRADE 045

| | | | | | | | | |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|
| 01/06/07 | 4483.16 | 4852.60 | 5093.93 | 5347.62 | 5614.45 | 5895.68 | 6082.50 | 6288.46 |
|----------|---------|---------|---------|---------|---------|---------|---------|---------|

BENEFITS:**VACATION**Years of ServiceVacation Granted

| | |
|------------------------------------|---------------------|
| Year one through year four | (.0654) 17 days - C |
| Year five through seven | (.0770) 20 days - D |
| Year eight through year fifteen | (.0924) 24 days - L |
| Year sixteen through year nineteen | (.1039) 27 days - Q |
| Year twenty and beyond | (.1077) 28 days - R |

Vacation rate will now be based on the original employment date.

VACATION CASH IN

Employees may request compensation in cash for up to one week of unused vacation within each IRS payroll reporting year. Payment will be at the discretion of the Department Head and additionally, limited by the availability of funds in the Department's Budget. Such election must be made in writing on or before December 1st of each IRS payroll reporting year.

FLOATING HOLIDAYS

Effective January 1, 2006: Floating Holidays are now included in the vacation rate.

HOLIDAY ELIGIBILITY

In order to be eligible for a holiday with pay, an employee must be employed as of the date of the holiday and have paid hours on the payroll for that pay period. Non-holiday hours paid includes hours actually worked, vacation time, compensatory time, paid leave and sick leave.

LIBRARY HOLIDAYS

For all employees assigned to the Library, the Day After Thanksgiving shall be considered a normal work day, and Christmas Eve Day shall be recognized and observed as a paid minor holiday.

SEVERANCE PAY**Effective January 1, 2007:**

If an employee requests severance pay and if the employee meets the eligibility requirements set forth in Article 22 of the contract, he/she will be granted severance pay in an amount equal to a maximum as shown below based on the number of sick leave credits accumulated and minimum years of service:

| <u>10 years of service & accrued sick leave hours:</u> | <u>Severance pay amount</u> |
|--|-----------------------------|
| 600 | \$ 6,000 |
| 700 | \$ 7,000 |
| 800 | \$ 8,000 |
| 900 | \$ 9,000 |
| 1000 | \$10,000 |
| 1100 | \$11,000 |
| 1200 | \$12,000 |
| 1300 | \$13,000 |
| 1400 | \$14,000 |
| 1500 | \$15,000 |
| 1600 | \$16,000 |
| 1700 | \$17,000 |

*Employees hired by the City on or after October 1, 1997 may not use employment in the Independent School District No. 625 in meeting the years of service requirement

For any employee who is eligible to receive severance from the City under this Article, the City will contribute 105% of the full amount of their severance payment to a post-employment health plan (PEHP).

SICK LEAVE ACCRUAL

Effective January 6, 2007: the accrual rate for eligible employees shall be 0.0539 of a working hour for each full hour on the payroll (14 days per year), excluding overtime.

2007 HEALTH INSURANCE

Single: The Employer will contribute \$361.61 - \$487.05 for the 2007 single insurance contribution depending on the employee's plan choice.

Family: The Employer will contribute \$901.86 toward the cost of all plans, for those employees choosing a family plan.

Three-quarter employees (3/4) - Employer will contribute 75% of single/family insurance premium.
Half-time employees (1/2) - Employer will contribute 50% of the single/family insurance premium.

OVERTIME

Grade 11 or below shall receive overtime compensation in accordance with the Fair Labor Standards Act (FLSA) only after 40 hours worked (not paid).

Grade 12 or above shall receive compensatory time or pay on a straight time basis for the extra hours worked.

SICK LEAVE CONVERSION

Employees with more than 180 days of accumulated sick leave may convert a maximum of 10 days of sick for 5 days of vacation within an IRS payroll reporting year.

REINSTATEMENT RIGHTS

Two years

OUT OF TITLE

After 15 consecutive working days

FUNERAL LEAVE

Up to three days of sick leave to attend the funeral of the employee's grandparent or grandchild.

Shall be granted leave with pay for such time as the appointing authority deems necessary for the death of the employee's mother, father, spouse, child, brother, sister, mother-in-law, father-in-law, or other person who is a member of the household.

DEFERRED COMPENSATION

2006: The City will provide \$100 per year matching deferred compensation contribution for employees with one year of service and membership in the bargaining unit for one year. (See Article 24 for eligibility requirements). To be paid by April 1, 2007.

LIBRARY EMPLOYEE NIGHT DIFFERENTIAL

Any employee who works a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided at least four (4) hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of four percent (4%) for the entire shift.

To any employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than four (4) hours of shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of four percent (4%) for the hours worked between 6:00 p.m. and 6:00 a.m.

To any Library employee who works hours on Sunday there shall be a differential of 4% for all hours worked.

SICK LEAVE USAGE FOR DEPENDENT CARE

An employee shall be limited to 40 hours per incident to care for or make arrangements for the care of a seriously ill or disabled parent, child or other household member.

NEGOTIATION PAY

The president of the Professional Employee's Association shall receive straight-time pay for time spent in contract negotiation with the Employer up to 8 hours per day.

UNIFORM/SAFETY SHOES

\$50.00 per calendar year toward the repair, replacement or purchase of such shoes or boots. During the life of this Agreement, Employees may accrue a total of \$150.00 for the purchase, replacement or repair of such shoes or boots.

Fire Protection Engineers who are required to wear a specified uniform shall receive an allowance of \$394.25 per calendar year from the Fire Department.

LIFE INSURANCE

Effective January 1, 2004, each benefit eligible employee will receive \$50,000 in life insurance.